

April 2, 2003

To: Supervisor Yvonne Brathwaite Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen
Chief Administrative Officer

FIRE DEPARTMENT DEPUTY CHIEF SALARY ADJUSTMENT

Consistent with the August 4, 1998 Board-approved policy on managerial salaries, we have reviewed and recommend Board approval of the Fire Department's attached request for a salary adjustment for Deputy Chief Paul Schuster, Central Regional Operations Bureau, at an annual salary of \$141,755. Pursuant to the policy, Board approval is required as the recommended salary exceeds the R16 control point by 1.6 percent (Attachment 1).

It was the intent of the Fire Chief to appoint Deputy Chief Paul Schuster to a salary of \$141,755, which was a 11.7 percent increase over his current salary and would place him at 5.5 percent above the highest paid subordinate and would set his salary consistent with the other Deputy Chief with similar responsibilities. Your Board previously approved similar salary adjustments for Deputy Chiefs as part of the Fire Department's reorganization. On February 19, 2003, the Fire Chief appointed Deputy Chief Paul Schuster to a salary of \$139,492, which represented a 9.9 percent increase and placed him at the R16 control point. The remaining balance of 1.6 percent requires Board approval since it is above the R16 control point.

Deputy Chief Schuster has 26 years of experience in the Fire Department. As Deputy Chief of the Central Regional Operations Bureau, he is responsible for a total of seven battalions within three divisions, supervises three Assistant Fire Chiefs, and oversees the operations of the Lifeguard Division. We have included an organization chart to assist you in better understanding their current organization (Attachment 2).

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Based on the above information, we recommend approval of the Fire Department's request. In accordance with the policy on managerial salaries, please advise this office if you would like this request placed on the upcoming agenda for Board action. Unless otherwise instructed by April 14, 2003, we will authorize the Fire Department to proceed with this salary adjustment.

Please contact Ernie Miyamoto, of my staff, at (213) 974-1178 if you have any questions or need additional information.

DEJ:DL
RG:EM:ljp

Attachments

c: Executive Officer, Board of Supervisors
P. Michael Freeman, Fire Department